

SUMMARY OF KEY FINDINGS FROM FOUNDATION TRUST CONSULTATION

1. INTRODUCTION

This paper gives a summary of the key findings from the Trust's formal consultation on its plans to become an NHS Foundation Trust. The consultation began on 17 October and ended on 16 January. This report summarises the responses to the Trust's consultation document.

Following the consultation, there are a number of key issues that need to be finalised around the proposed Foundation Trust membership and governance arrangements. The Trust is keen to give an opportunity for local stakeholders to be able to influence the final decisions on these important issues. The Trust Board will be making final decisions on the Trust's response to the consultation at its meeting on 10 March.

In order to help inform the final decisions on these issues, the Trust is arranging to meet with the local authority Overview and Scrutiny Committees, the Mental Health Patient and Public Involvement Forum, the Trust's Staffside Committee and with local voluntary and community organisations, particularly those representing service users and their carers.

This paper gives an overview of the consultation findings, to inform the discussions with key stakeholders.

2. REQUIREMENTS FOR THE FORMAL CONSULTATION RESPONSE

As part of the Foundation Trust application process, every aspirant NHS organisation is required to consult formally with patients, carers, the public, its staff and other stakeholders and then to produce a formal response to the comments received during the consultation period. This is considered by the Department of Health and Monitor (the Foundation Trust Regulator) and has to be robust and comprehensive and demonstrate that an effective and representative consultation has been completed.

The format of the formal consultation response document is set by the Department of Health, which provides a standard template, the contents of which must be followed. This covers both a numerical analysis of the numbers who responded and their backgrounds (age, gender, ethnicity etc) and an analysis of the responses to the questions posed in the consultation document about the proposed Foundation Trust membership and governance arrangements. The consultation response document has to cover feedback received from both external stakeholders and from the Trust's staff.

The Trust's draft formal consultation response document is currently being finalised and will be circulated separately to stakeholders for comment before it is finalised.

3. SUMMARY OF KEY FINDINGS

3.1 Responses to consultation document

A breakdown of the responses to the consultation document is attached to this paper. The main headlines are:

Details of respondees

- *Total responses* – 431
- *Borough breakdown* – Evenly distributed across Barnet, Enfield and Haringey, but only 14 responses (3.5%) from outside BEH
- *Status breakdown* – 53% users, 8% carers, 32% local residents, 4% staff, 3% user & carer
- *Gender breakdown* – 45% male, 53% female
- *Age breakdown* – Broadly reflective of local population. Detailed analysis included in draft consultation response
- *Ethnicity breakdown* - Broadly reflective of local population. Detailed analysis included in draft consultation response

Views on Trust's plans and priorities

- *Trust's plans to become an FT* – 67% in favour, 16% neutral, 2% opposed, 15% don't know
- *Trust's Vision* – 62% in favour, 21% neutral, 2% opposed, 15% don't know
- *Trust's proposed service priorities* - 62% in favour, 17% neutral, 3% opposed, 18% don't know

Views on proposed membership scheme

- *Area public Members should be drawn from* –59% Barnet, Enfield & Haringey only, 21% wider area, 20% don't know
- *Minimum age for Public Members of 12* – 44% Yes, 30% No, 26% don't know
- *Separate Public category for service users (and carers) or one combined category for service users (carers) and residents* – 37% separate category, 38% one combined category, 25% don't know
- *Other comments on membership* – Detailed analysis included in draft consultation response

Views on proposals for Council of Members

- *Numbers of Governors and composition of Council of Members* – Detailed analysis included in formal consultation response
- *Role of the Council of Members* - Detailed analysis included in draft consultation response

Views on possible change of Trust name

- *Agreement to name change to 'North London NHS Foundation Trust'* – 55% in favour, 20% neutral, 9% opposed, 16% don't know

3.2 Comments from public / stakeholder meetings

During the consultation period, the Trust attended a series of public meetings across all three Boroughs. The Trust's plans were also discussed with a wide range of other stakeholders and forums including the Overview and Scrutiny Committees / Health Scrutiny Panels, the Patient and Public Involvement Forum, user and carer groups, local voluntary and community organisations, the Metropolitan Police and a number of other stakeholders. Full details of all these meetings and a summary of the comments made are given in the draft consultation response document.

3.3 Comments from Trust Staff

As well as external meetings, a number of meetings were arranged across the Trust's sites for staff, to hear their views. Formal discussions with the Trust's Staffside were also

held. A summary of the comments received from staff and comments on the Trust's strategy to ensure ongoing staff engagement in planning the Trust's future are given in the draft consultation response document.

The Trust's proposal that all staff will automatically become Members when it becomes a Foundation Trust has been widely supported by staff. The main issue around the proposed governance arrangements for staff is the composition of the proposed five Staff Governors on the Council of Members. The Trust's proposal is not to divide these by profession or geography, as some Foundation Trusts have done, but to make all staff who remain Members eligible to stand for election as a Governor, with the five receiving the highest votes from staff Members being appointed. This approach has been generally supported by staff.

4. DISCUSSION OF KEY FINDINGS AND IMPLICATIONS FOR THE FINAL TRUST RESPONSE

Overall, the consultation process has been successful, with a relatively high level of responses. Of the formal responses received, the vast majority (67%) were in favour of the Trust becoming an NHS Foundation Trust. There was also broad support for the Trust's Vision and the proposed service priorities.

The findings from the other questions in the consultation document and the Trust's proposed responses are summarised below:

Views on the proposed Membership scheme

- *Area Public Members should be drawn from:* The majority of responses (59%) supported limiting the area Public Members are drawn from to just Barnet, Enfield and Haringey. However, currently around 20% of the Trust's service users, particularly in specialist services, come from outside Barnet, Enfield and Haringey. If this point is agreed, this would mean that these users (and their carers) would not be able to become Members and be represented on the Council of Members. It is unlikely that this would be acceptable to Monitor and the Trust's proposed response is therefore to agree the original proposal to allow users, carers and residents from outside Barnet, Enfield and Haringey to become Members and stand for one of the three Governors representing this constituency. This will ensure that all the Trust's service users are effectively represented.
- *Minimum age for Public Members of 12:* There was not a decisive view on this point, with 44% of responses supporting the minimum age of 12 and 30% not, with 26% saying they did n't know. The Trust's proposed response is to accept the outcome of the consultation and agree a minimum age for Members of 12. This reflects comments that young service users should be able to become Members and influence the care they receive. They will not, however, be eligible to stand to become a Governor until age 16.
- *Separate Public category for service users (and carers) or one combined category for service users (carers) and residents:* There was an almost exactly even split of views for both options. The Trust's proposed response is to agree the original proposal to have one combined public category for service users, carers and residents. This approach has been adopted by many Mental Health Trusts when becoming a Foundation Trust and has the advantage of simplicity and, importantly, of not defining service users by their mental health condition. There were strong views expressed in support of this approach for this reason. There were also strong views supporting a

separate users / carers category, mainly because of concerns that if there is not a separate category, users and carers views may not be heard. The Trust feels that this is very unlikely to be the case. Over half of the respondees to the consultation were service users and experience from other Mental Health Foundation Trusts suggests users will make up a very high proportion of the Members and Governors and it is therefore not necessary to have a separate category of membership to ensure their views will be heard.

Other comments on the membership scheme and the Council of Members have been incorporated into the draft consultation response document.

Views on possible change of Trust name

The majority of responses (55%) supported the proposal to change the Trust name to 'North London Foundation NHS Trust'. However, in the public and stakeholder meetings, while there was strong support for changing the name to 'North London' to reflect the Trust's wide catchment area, there was a greater divergence of views on whether or not to remove 'Mental Health' from the name. The consultation question sought an overall view and did not separate the two aspects of the name. The Trust's proposed response is to accept the outcome of the consultation supporting the original proposal to change its formal name to 'North London Foundation Trust', although it recognises that there other options (such as 'North London Partnership NHS Foundation Trust') which may also be considered before a final decision is made. It is therefore possible that a final decision on the Trust's name may be deferred until later in the Foundation Trust application process.

5. SUMMARY

This paper summarises the key findings from the consultation on the Trust's plans to become an NHS Foundation Trust. The vast majority of responses supported the Trust's plans and its proposed priorities. The paper also outlines the outstanding issues around the proposed Foundation Trust membership and governance arrangements which the Trust wishes to discuss with stakeholders before final decisions are made by the Trust Board on 10 March. Comments are therefore invited on this paper and on the draft formal consultation response which will be circulated separately to stakeholders.

Andrew Wright
Head of Business and Service Development
28 January 2008

ANALYSIS OF RESPONSES TO FOUNDATION TRUST CONSULTATION DOCUMENT

Borough in which people live					
	Barnet	Enfield	Haringey	Other	No response
	134 (31%)	130 (30%)	152 (35%)	14 (3.5%)	1 (0.5)

I am					
	User	Carer	Local resident	Members of Staff	User/Carer
	228 (53%)	36 (8%)	139 (32%)	17 (4%)	11 (3%)

Would you mind telling us a bit about yourself			
Are you	Male	Female	No answer
	194 (45%)	228 (53%)	9 (2%)

Age range	12-16	17-25	26-35	36-45	46-55	56-65	66-80	81+	No response
	7 (2%)	26 (6%)	67 (16%)	88 (21%)	122 (28%)	51 (12%)	45 (10%)	19 (4%)	6 (1%)

Ethnic Background	
White	
British	235 (55%)
Other White background	46 (11%)
Irish	18 (4%)
British/Irish	3 (0.7%)

Black or Black British	
Black African	31 (7%)
Black Caribbean	28 (6.5%)
Other Black background	3 (0.7%)

Mixed	
White & Black Caribbean	4 (1%)
White & Black African	3 (0.7%)
Other Mixed background	3 (0.7%)
White & Asian	1 (0.1%)

Asian	
Indian	14 (3%)
Other Asian background	12 (3%)
Bangladeshi	3 (0.7%)
Pakistani	2 (0.3%)

Chinese	4 (1%)
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Other	
Other Ethnic group	6 (1.4%)
Turkish	6 (1.4%)
Algerian	2 (0.3%)
Iranian	1 (0.1%)

No Answer	6 (1.4%)
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About our plans and priorities				
	Broadly in favour	Broadly neutral	Broadly opposed	Don't know
1. What are your views on our plans to become an FT?	284 (67%)	71 (16%)	9 (2%)	67 (15%)
2. Does our 'Vision' sound about right to you?	268 (62%)	89 (21%)	10 (2%)	64 (15%)
3. Do our service priorities sound about right to you?	268 (62%)	73 (17%)	12 (3%)	78 (18%)

About our proposed Membership scheme			
How should we define the area we draw Public Members from in our constitution?	Barnet Enfield and Haringey	Wider area of London & Hertfordshire	Don't know
	251 (59%)	91 (21%)	89 (20%)

Do you agree that the minimum age limit for Public Members should be 12?	Yes	No	Don't know
	188 (44%)	132 (30%)	111 (26%)

Should we have a separate public category for service users, or should there be just one category of Public Membership for service users and residents?	Separate category for service users	One category for public members	Don't know
	159 (37%)	162 (38%)	110 (25%)

About our proposed for the Council of Members				
	Broadly in favour	Broadly neutral	Broadly opposed	Don't know
Do you agree with our plans to adopt a new, more relevant name for the Trust (North London NHS Foundation Trust)	237 (55%)	85 (20%)	39 (9%)	70 (16%)